



Statement of Inclusion of Researchers
University of Limerick

University of Limerick (UL) is a research-led, energetic, and enterprising institution with a proud record of innovation and excellence in education and scholarship. We value creativity, curiosity and excellence in our inclusive community which is committed to social good.

Our motto *Eagna chun Gnímh* translates as Wisdom for Action reflecting our mission to contribute to the discovery of new knowledge for a better world. At the University of Limerick, we foster a vibrant research community where research excellence is valued. We actively support researchers across all disciplines, empowering them to achieve their career ambitions and drive impactful research.

The University of Limerick's Human Rights EDI Strategy (2023–2027) is grounded in the core values of social justice, empowerment, inclusivity, agency, and respect. UL is dedicated to cultivating a rewarding and inclusive campus environment where all research staff are recognised as integral members of the community, with full access to opportunities, activities, resources, and decision-making structures.

UL is committed to fostering an inclusive, equitable, and supportive environment for all researchers. We recognise that diversity in research teams enhances creativity, broadens the scope of inquiry, and drives innovation. This statement outlines our commitment to inclusion and to ensuring that all researchers feel valued and supported.

Commitment to Diversity and Inclusion:

1. **Equality of Opportunity:**

   We provide equal opportunities for all researchers, irrespective of gender, civil status, family status, age, disability, sexual orientation, race, religion, membership of the Traveller community, culture, socio-economic status and rights holders under the various human rights instruments. UL understands these groups to include neurodivergent people and deaf people. Our commitment to inclusion is grounded in an intersectional approach. Our recruitment practices are designed to foster diversity across all levels of research and to ensure a fair, unbiased, merit-based selection process.

2. **Inclusive Research Environment:**
   UL strives to foster a welcoming and inclusive environment where all researchers can thrive. We achieve this by actively involving our research staff in relevant representative groups and meetings within their research community, and Department/School, and Faculty. We promote respect, collaboration, and open communication among researchers to foster a positive and productive research culture where researchers feel included, supported and belonging within their research groups and departments. We seek to provide necessary accommodations to ensure equal opportunities for all researchers and are dedicated to removing barriers and promoting a culture of respect and inclusion in research.

3. **Training and Development:**
   We provide on-going training and professional development opportunities focused on diversity, equity, and inclusion. These initiatives are designed to raise awareness, address biases, and equip researchers with the skills needed to create inclusive research environments. To support career development and progression, UL has implemented the IUA Researcher Career and Development employment framework ensuring clear and accessible pathways for researchers at all stages.

4. **Supportive Research Eco-System:**
   Research support within the organisation is provided both at individual and institutional levels. This includes guidance from Principal Investigators, access to the University's mentoring program, a dedicated Researcher Career Development Training Programme, employee support services, and various networking opportunities, all designed to help researchers reach their full potential.

5. **Inclusive Research Practices:**
   We encourage researchers to adopt inclusive research practices that consider the diverse perspectives of participants and stakeholders. This includes designing studies that are inclusive, empowering, accessible and relevant to diverse populations especially the identified groups in our Human Rights EDI - strategy (2023 – 2027) (gender, civil status, family status, age, disability, sexual orientation, race, religion, membership of the Traveller community, socio-economic status and rights holders under the various human rights instruments) and that consider the intersectionality of equality grounds.

   We strive to ensure accessibility in all aspects of our research process, from design to dissemination by assessing our processes for inequalities, addressing them with targeted actions to promote equality and report on our progress towards this objective. Inclusive practices include avoiding over targeting of groups in specific research areas and ensuring appropriate & meaningful feedback mechanisms exist for research participants.

   UL encourages research projects that address issues of diversity, equity, and inclusion. UL encourages research that builds partnerships with diverse communities and stakeholders to ensure that research is participatory, relevant and beneficial to all segments of society. UL promotes public engagement and dissemination of research findings to diverse audiences.

6. **Cultural Inclusivity:**
   We are committed to creating a research environment that values, seeks out and respects diversity. We recognise that cross-cultural collaboration enhances the quality of research, fosters innovation, and contributes to more inclusive and globally relevant findings. Our commitment to cross-cultural inclusivity involves valuing diverse perspectives, fostering collaboration, and ensuring research methods are culturally sensitive and adaptable. We actively promote inclusivity by supporting researchers from diverse backgrounds and encouraging intercultural exchanges to empower all team members. We are committed to fostering a culturally inclusive research environment that values diverse perspectives.

7. **Accountability and Continuous Improvement:**
   We are committed to regularly assessing our inclusion efforts via a value led assessment considering the situation, identity and experience of research practitioner and subjects and making improvements.

Conclusion:

By embracing diversity and fostering an inclusive environment, we aim to advance research excellence and address the complex challenges of our world. We call on all members of our research community to actively participate in and support these efforts, ensuring that our university remains a place where all researchers can succeed and make meaningful contributions to knowledge and society.

Inclusivity for Researchers is Supported by:

Human Rights Equality Diversity & Inclusion Strategy | University of Limerick (2023-2027)
Respectful Campus
Race Equality Action Plan
HR Strategy for Researchers Action Plan
UL Gender Action Plan 2022 - 2026
UL@50 Strategic Plan 2019-2024